

## The CIO Gap and Mismatch

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### Abstract

Descriptions of Chief Information Officer (CIO) profiles reveal challenges posed by the evolution of information systems and technologies demanding a variety of abilities and skills to meet business strategies and objectives. However, there is a perceived misalignment between the supply of and demand for different CIO profiles. By applying semisupervised segmentation techniques to a sample of individuals hired as CIOs, this article documents the mismatch and gap between supply and demand and introduces the discussion to address it.